

On-the-Job Training Funds Available!



Durham Career Center

Training money is now available to businesses in Durham County to offset up to 90% of the wages of new employees hired while they learn their new job.

**This is a NO COST
program for employers!**



Employee Benefits

- Employees earn while they learn, allowing them to continue to meet their financial obligations.
- Employees can expect to continue with the full-time position after the training period and, in some cases, may receive an increase in salary.
- Direct training from experienced employees on how to perform the job specific to the employer's requirements.
- Job opportunities that would not have been available to them without the training provided by the employer.
- Employees are provided with monthly feedback on performance.
- A clear "Career Path" is identified based on the employee's upgraded skills.

Employer Benefits

- Employers are reimbursed up to 90% of the employee's wages for a pre-determined time period to offset the cost of hiring and training the new employee.
- Very little of the employer's time is required for administration of the OJT - EDSI provides invoices, reviews the evaluations completed by the employer on a monthly basis, and acts as the liaison between the employer and the funding agency.
- Employers retain the ability to make the final selection in the hiring process.
- The Durham Career Center assists the employer in the design of the training plan, specific to the company's requirements.
- Employees are trained on the actual equipment they will utilize after the training period, instead of equipment used by training vendors or community colleges.
- Skill gap analysis allows the employer to identify the specific training required based on real data.
- Employers are able to review the new employee's skill progress on a monthly basis.

On-the-Job Training (OJT) Process

On-the-Job Training, also known as OJT, involves the teaching of skills, knowledge and competencies needed to perform a specific job within the workplace and work environment. Utilizing an employer's existing workplace tools, equipment, processes and documentation, the employee is able to gain the skills and knowledge to effectively and efficiently perform his or her job.

OJT occurs within the normal working environment an employee experiences on the job. Training may occur as the employee performs actual work or may take place elsewhere within the workplace utilizing training rooms, training work stations, or training equipment. On-the-Job Training is most frequently supplied by another employee who can competently perform the job that he or she is teaching.

While the goal of OJT is often to teach basic workplace skills, it also instills aspects of the workplace culture and performance expectations in the new employee. The benefits of OJT can be seen by employers, funding agencies and the employees.



Contact us today for more information:

Zachary Decocq
zdecocq@edsolutions.com
919-560-6880 ext. 232

Durham Career Center
1105 South Briggs Avenue
Durham, NC 27703